



## A study of job involvement among high school teachers

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### Abstract

The present investigation has been under taken in order to study the job involvement of high school teachers in Anantnag District of Jammu and Kashmir. Job Involvement of high school teachers scale was constructed and validated by the investigator (2017) has been administrated to a random sample of 400 high school teachers. It is found that there is no significant difference in the job involvement of male and female high school teachers. There is no significant difference in the job involvement of government and private high school teachers. There is no significant difference in the job involvement of high school teachers of below 10,000 and above 10,000 of salary.

**Keywords:** job involvement, high school teachers

### Introduction

Job involvement is an employee's job related significant behaviour. It shows the degree to which an individual is personally involved with his job. The credit of introducing the concept of job involvement goes to Lodahl and Kejner in 1965. He defined job involvement as the psychological identification of an individual with the work which influences his/her self-esteem. Later on, this concept was further elaborated by Kanungo (as cited in Ho, 2006). He made out certain changes in the earlier concept. He conceptualized that job involvement is the individual belief towards his or her present job. He also stated that job involvement acts as stimulant which gratifies the individual's present needs. In addition, he also clarified the difference between job and work. He stated that job is an individual's current job and work whereas work is work in general. It can be said that Job involvement is the degree to which employees submerge themselves in their jobs, devote time and energy in them, and consider work as a central part of their overall lives. Job involvement has been variously defined.

Dubin (1956) conceptualized "job involvement as the degree to which the total job situation is a "central life interest", that is, the degree to which it is perceived to be a major source for the satisfaction of important needs."

Lawyer & Hall (1970) said "It is the degree to which one is actively participating in one's job and the degree of importance of one's job to one's self- image".

Pathak, R.D (1983) said "It is the degree to which an employee identifies with his job, actively participates in it, and considers his job performance important to his self-worth. It may be influenced by the level of satisfaction of one's need be that intrinsic or extrinsic.

Keeping in view the above definitions, it can be said that job involvement is one's motivational orientation to the job in which they are engaged. An individual having high

involvement would consider their work to be a very important part of their lives and their happiness depend how they perform on their jobs. Those people who are high in job involvement truly care for and are concerned about their work.

### Features of job involvement as a trait

- Job involvement is a cognitive state of psychological identification with the job.
- Job involvement is an individualistic situation and varies person to person.
- Satisfying job experiences increases job involvement.
- Job Involvement influences both the individual and the organization.
- Job involvement shows the psychological attachment of the person with the job.
- Job involvement contributes to the motivational sphere of human resources.
- Job involvement enhances individual's organisational performance.
- Low level of job involvement leads to low productivity.
- Job involvement indicates of quality of work life.
- Job involvement keeps the individual motivated.

Job involvement is how much a representative relates to his or her job, effectively takes an interest in it, and considers his or her job execution to be critical to his or her self-esteem. Representatives with an abnormal state of job involvement firmly relate to and truly think about the sort of work they do. Their inspirational demeanor drives them to add to their work in positive ways. Elevated amounts of job involvement have been observed to be identified with less unlucky deficiencies bring down acquiescence rates, and higher representative engagement with work.

Job involvement has developed a vital variable in authoritative research. It has drawn the consideration of administration

researcher and authoritative analysts. This variable is being considered with various imminent in the association. It has incredible significance and centrality in authoritative improvement. Expansive quantities of studies have been directed to see the job involvement among authoritative workers.

**Need and importance of the study**

Teacher education is vital for the development of a country. The quality of education provided in a country depends to a great extent on the quality of the teacher education programme. A nation is built by citizens and citizens are moulded by the teachers. To ensure good quality of education, there is need to have efficient teacher. Teachers play a pivotal role in the educational process and professionally competent and committed teachers are essential for successfully imparting knowledge and skills to the students and to avoid wastage to valuable human resources.

Hence' it becomes very important to study the factors that contribute towards greater teacher effectiveness. So that a conducive atmosphere can be created in educational institutions. Neglect of education is suicidal to any nation, because education is invariably at the back of all progress - material and cultural. To ensure good quality of education, there is a need to have efficient teacher. Job involvement enables the teacher to function with necessary interest, efficiency, satisfaction and devotion. It is also being realized that in the creative and nation building task like teaching, job involvement plays a significant role in attracting the right type of persons in the profession.

**Statement of the problem**

A study of job involvement among high school teachers.

**Sample distribution**

**Table 1**

S. No	Demographic Variable	Sub Groups	N	Percentage
1	Gender	Male	233	58.2
		Female	167	41.8
2	Type of school	Government	147	36.7
		Private	253	63.3
3	Salary	Below 10,000	303	75.8
		Above 10,000	97	24.3
TOTAL			400	100

**Tools used for the study**

The following tools have been administered in the study for the collection of data:

- Job Involvement Scale (JIS) constructed and standardized by the Investigator (2016).

**Objectives of the study**

1. To find out whether there is any significant difference in job involvement of teachers with reference to their gender.
2. To find out whether there is any significant difference in job involvement of teachers with reference to type of school.
3. To find out whether there is any significant difference in job involvement of teachers with reference to their monthly salary.

**Hypotheses of the study**

1. There is no significant difference in the job involvement of male and female high school teachers.
2. There is no significant difference in the job involvement of government and private high school teachers.
3. There is no significant difference in the job involvement of high school teachers of below 10,000 and Above 10,000 of salary.

**Method of the study**

Normative survey method has been adopted for the present investigation. The present investigation is an attempt to find out the effect of Job Involvement on Gender, Type of School and Salary.

**Sample of the study**

The present investigation has been confined to representative sample of 400 high school teachers. The sample has been selected from 48 high schools located in Anantnag district of Jammu and Kashmir state. Stratified Random sampling technique has been employed for the selection of the sample with randomness and representativeness.

**Analysis of data**

**Job Involvement and Gender**

To find out the significant difference between the Job Involvement score and of the two sub groups the 't' value for Job Involvement has been calculated.

**Table 2:** Mean difference between male and female High School Teachers in Job Involvement

Variable	Gender	N	Mean	Std. Dev	't' Value	Sig.
Job Involvement	Male	256	93.31	25.42	13.43	Significant at 0.05 level
	Female	144	61.55	16.72		

From table 1, it is found from the table 2 that the calculated 't' value 13.43 of Job Involvement is found to be significant at

the 0.05 level. Hence the null hypothesis is rejected and it is concluded that male and female high school teachers differ

significantly in their Job Involvement.

**Job Involvement and Type of School**

It may be remembered that one of the objectives of the present study is to find if there is any significant difference between

Government and Private high school teachers in their Job Involvement.

To find out the significant difference between the Job Involvement score and of the two sub groups the ‘t’ value for Job Involvement has been calculated.

**Table 3:** Mean difference between Government and Private High School Teachers in Job Involvement

Variable	Type of School	N	Mean	Std. Dev	‘t’ Value	Sig.
Job Involvement	Government	64	87.87	23.18	1.92	Not Significant at 0.05 level
	Private	336	80.73	27.92		

It is found from the table 3, that the calculated ‘t’ value 1.92 of Job Involvement is found to be not significant at the 0.05 level. Hence the null hypothesis is accepted and it is concluded that Government and Private high school teachers do not differ significantly in their Job Involvement.

study is to find if there is any significant difference between monthly salary of Below 10,000 and Above 10,000 high school teachers in their Job Involvement.

To find out the significant difference between the Job Involvement score and of the two sub groups the ‘t’ value for Job Involvement has been calculated.

**Job Involvement and Monthly Salary**

It may be remembered that one of the objectives of the present

**Table 4:** Mean difference between below 10,000 and above 10,000 monthly Salary of High School Teachers in Job Involvement

Variable	Monthly Salary	N	Mean	Std. Dev	‘t’ Value	Sig.
Job Involvement	Below 10,000	300	77.64	27.01	-5.57	Significant at 0.05 level
	Above 10,000	100	94.60	24.23		

It is found from the table 4, that the calculated ‘t’ value 5.57 of Job Involvement is found to be significant at the 0.05 level. Hence the null hypothesis is rejected and it is concluded that Below 10,000 and Above 10,000 of monthly salary high school teachers differ significantly in their Job Involvement.

**Major findings of the study**

1. Male and female high school teachers differ significantly in their Job Involvement.
2. Government and Private high school teachers do not differ significantly in their Job Involvement.
3. Below 10,000 and Above 10,000 monthly salary high school teachers differ significantly in their Job Involvement.

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**Education implication based on findings**

In the light of the findings of the present investigation following educational implications have been mentioned:

Proper job requirements and duties shall be explained to teachers so that they may be able to perform them in a better way. In the absence of clarity of work responsibilities, the conflicts arise in between the teachers, which had a negative impact on the teaching effectiveness. Therefore, proper work manuals and instructions shall be developed for the teachers.

The responsibility in private sector ensures the security to job. Thus, highlighting that in spite of increasing work load, the teacher effectiveness increases. This shall be replicated in the government sector also through licensing of teachers for specific period of time, which will lead to accountability of teachers and motivation to teachers for better productivity to secure the job for future.

**References**

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